



WIOA Webinar: An Overview of Adult Education & Literacy

August 28, 2014

U.S. Department of Education



Welcome & Introductions

2

- **Johan E. Uvin**, Acting Assistant Secretary
 - Office of Career, Technical, & Adult Education, U.S. Department of Education

- **Gerri Fiala**, Deputy Assistant Secretary
 - Employment & Training Administration, U.S. Department of Labor

- **Michael Yudin**, Acting Assistant Secretary
 - Office of Special Education & Rehabilitative Services, U.S. Department of Education

- **Stan Koutstaal**, Program Manager, Health Profession Opportunity Grants
 - Administration for Children & Families, U.S. Department of Health & Human Services

- **Mark Mitsui**, Deputy Assistant Secretary of Community Colleges
 - Office of Career, Technical, & Adult Education, U.S. Department of Education



WIOA Webinar: An Overview of Adult Education & Literacy

U.S. Department of Education

Webinar Objectives

4

- Describe important changes to the Workforce Investment Act, now titled the Workforce Innovation and Opportunity Act
- Highlight implications for States, local providers and the Department of Education
- Communicate implementation timeline

Webinar Outline

5

- Workforce Innovation and Opportunity Act Overview
- Title I Changes
- Title II Changes
- Implementation Timeline
- Resources

Workforce Innovation and Opportunity Act

WIOA aims to support *innovative strategies* to keep pace with changing economic conditions and seeks to *improve coordination* between the primary federal programs that *support employment services, workforce development, adult education and vocational rehabilitation activities*

Need for Reform

7

- There is evidence to suggest that basic literacy and numeracy skills have an impact on employment, earnings, and economic mobility

3.1 Million

Americans are considered long-term unemployed

24 Million

working Americans have low literacy skills

46 Million

Americans struggle with numeracy

Workforce Innovation and Opportunity Act Overview

8

- President Obama signed the ***Workforce Innovation and Opportunity Act*** (WIOA) into law on July 22, 2014
- WIOA was a bipartisan, bicameral effort
- WIOA revised and reauthorized the ***Workforce Investment Act of 1998*** (WIA), thus amending the Adult Education and Family Literacy Act, the Wagner-Peyser Act and the Rehabilitation Act of 1973
- WIOA is authorized until 2020

Job-Driven Training and WIOA

9

- The notion behind job-driven training is that career preparation programs should align to labor market and employer workforce demands
- Currently, the existing WIA funds 54% of federal job training programs
- WIOA enhances the effort to make federal job training programs more job-driven by providing support for secondary and post-secondary education and training entities to equip adults and low-skill populations with the knowledge, competencies, and credentials necessary to help them obtain jobs, increase earnings, and advance their careers

Title I Highlights

- *Subtitle A*
 - *Systems Alignment*
 - *State Plan*
 - *Performance Accountability*
 - *State and Local Boards*
- *Subtitle B: Workforce Activities and Providers*

Subtitle A: Systems Alignment

11

- WIOA promotes the **integration of the core programs** into the workforce development system
 - ▣ Core programs consist of:
 - (1) the Adult, Dislocated Worker and Youth formula programs;
 - (2) the Adult Education and Literacy program;
 - (3) the Wagner-Peyser Act employment services program; and
 - (4) the programs under Title I of the Vocational Rehabilitation Act

Subtitle A: State Plan

12

- WIOA requires States to submit a single, coordinated 4-year **Unified Plan** for core programs
 - ▣ Plans must include the **strategic vision and goals** of the State and the **operational elements** to support the strategy
 - ▣ Plan includes **AEFLA-specific elements**, including:
 - Aligning content standards for adult education with state-adopted content standards
- In lieu of preparing multiple plans, a State may, but is not required to, submit a **Combined State Plan** incorporating programs under the Carl D. Perkins Act and/or other programs

Subtitle A: Performance Accountability

13

- WIOA describes six primary indicators of performance for core programs at the State and local levels:
 - 1) Percentage of program participants employed during the second quarter after exit
 - 2) Percentage of program participants employed during the fourth quarter after exit
 - 3) Median earnings of program participants
 - 4) Percentage of participants who obtain a postsecondary credential or high school diploma (subject to special rule)
 - 5) Percentage of participants who during a program year achieve a measurable skill gain
 - 6) Effectiveness in serving employers

U.S. Department of Education

Changes in Performance Accountability

WIA		WIOA
Adult education performance indicators included: <ul style="list-style-type: none">- Demonstrated improvement in literacy and numeracy- Placement in and completion of postsecondary education, training, unsubsidized employment- Receipt of a secondary school diploma		Adult education programs and activities authorized under Title II are subject to the six primary performance indicators outlined in Title I
Eligible agencies responsible for adjusted levels of performance	→	State responsible for adjusted levels of performance using a statistical adjustment model
No State evaluation		New requirement for State evaluation of core programs
Incentives for States that meet performance measures		Sanctioning requirements for States that do not meet performance targets

Subtitle A: State and Local Boards

15

State Boards

- WIOA streamlines State workforce development boards
- Strengthened board functions include but are not limited to:
 - ▣ Developing strategies to support career pathways and other programs for low-skilled adults, youth and individuals with barriers to employment

Local Boards

- WIOA requires that local workforce areas are governed by local boards
 - ▣ Local boards are responsible for developing comprehensive 4-year local plans aligned with State Plans

Subtitle B: Workforce Activities and Providers

16

- WIOA specifies the roles and responsibilities of the One-Stop delivery system and program partners
 - ▣ Partner programs include the core programs, postsecondary career and technical education, TANF, and others as required partners
 - ▣ Promotes investments from partner programs by requiring **contributions to one-stop infrastructure and other costs**, provides access through the one-stop system to the programs, and provides representation on local boards
 - ▣ Reauthorizes Adult and Dislocated Worker and Youth activities, Job Corps and other national programs

Title II Highlights

Cheryl Keenan

*Director, Division of Adult Education and Literacy
Office of Career, Technical, and Adult Education
U.S. Department of Education*

Title II Highlights

- *Purpose of Title II*
- *New Activities*
- *Corrections Education*

Purpose

19

Create a partnership among Federal Government, States, and localities to provide adult education and literacy services that:

- ▣ Assist adults to become **literate** and obtain the **knowledge and skills** necessary for **employment and economic self-sufficiency**
- ▣ Assist adults who are parents or family members become a full **partner in the education development of their children**
- ▣ Assist adults in **completing high school**

Expanded Purpose

20

Purpose expanded to:

- ▣ **Promote transitions** from adult education to postsecondary education and training through career pathways

- ▣ **Assist immigrants** and English language learners
 - improve reading, writing, math, speaking, and comprehending the English language
 - acquire understanding of American government, individual freedom, and responsibilities of citizenship

New Activity: Workforce Preparation Activities

21

□ **Workplace preparation activities**

- Activities programs, or services designed to help an individual acquire a combination of basic academic, critical thinking, digital literacy, and self-management skills
- Includes competencies in utilizing resources and using information, and acquiring other skills necessary for successful transition into post secondary education, training, or employment

New Activity: Integrated Education and Training

22

□ **Integrated education and training**

- Aims to provide adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training
- Targets training in occupations or clusters that assist adults in their educational and career advancement

New Activity: Integrated English Literacy and Civics Education

23

- **Integrated English Literacy and Civics Education (IEL/CE)**
 - Codifies the IEL/CE program, previously funded through annual appropriations
 - Provides instruction in literacy and English language acquisition, civic participation and the rights and responsibilities of citizens, and workforce training
 - Focuses program design and goals on integrated education and training activities and coordination with local workforce system
 - Reserves 12% of appropriations to support IEL/CE activities

Changes in Corrections Education

WIA		WIOA
Capped the amount of funds for corrections education at 10%		Increases the percentage of funding a State may use for corrections education to not more than 20%
No reporting requirements	→	States must include recidivism rates of individuals served in performance reports
Outlines four programs for which corrections funds can be allocated <ul style="list-style-type: none">- Basic education- Special education- English literacy programs- Secondary school credit		Outlines eight programs for which corrections funds can be allocated

Corrections Education

25

- WIOA allows continued investments in the following:
 - ▣ Adult education and literacy activities
 - ▣ Special education
 - ▣ Secondary school credit
- WIOA permits the use of funds on the following:
 - ▣ Peer tutoring
 - ▣ Re-entry and transition initiatives
 - ▣ Integrated education and training
 - ▣ Career pathways
 - ▣ Concurrent enrollment

Title II Highlights Cont.

Lul Tesfai

Policy Analyst

Office of Career, Technical, and Adult Education

U.S. Department of Education

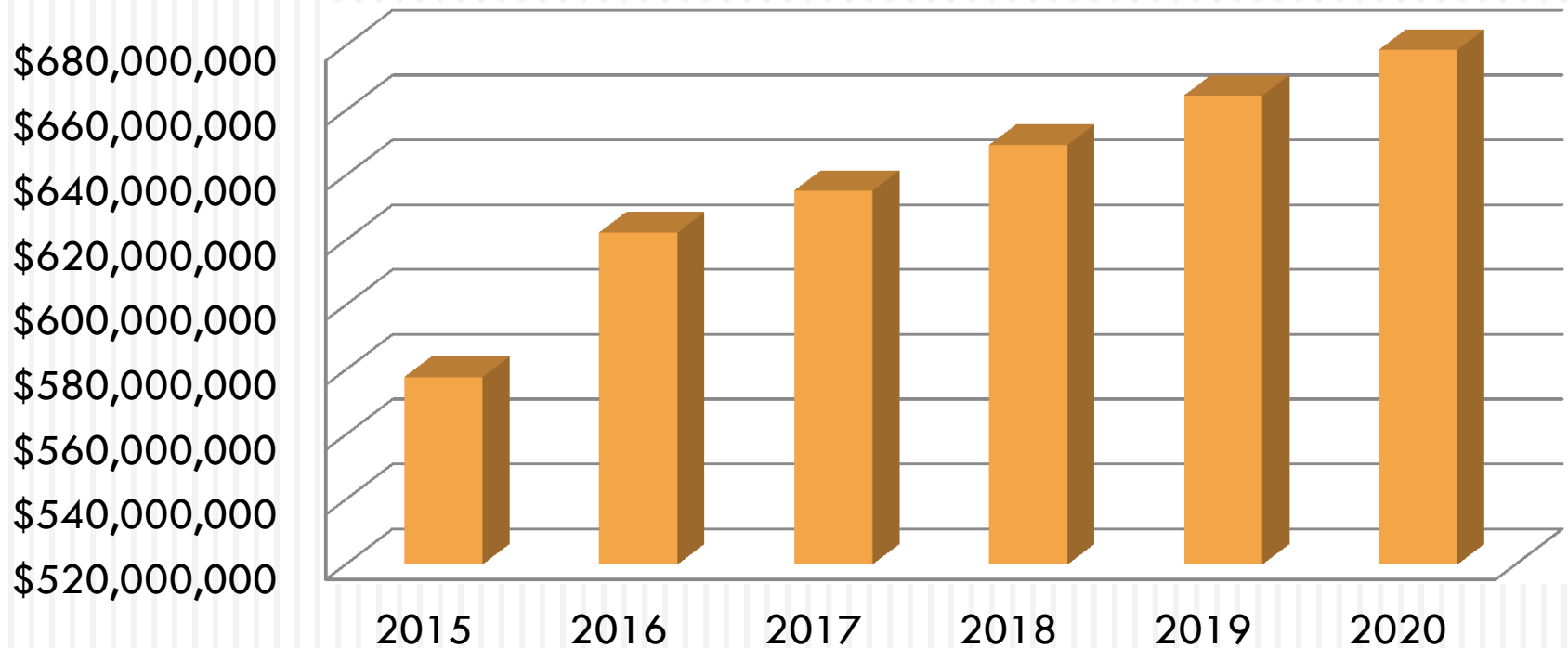
Title II Highlights Cont.

- *Appropriation of Funds*
- *National Leadership Activities*
- *State Leadership Activities*

Authorization Levels Under Title II

28

Fiscal Year Authorizations



U.S. Department of Education

Changes in Reservation of Funds

WIA		WIOA
1.5% of funds for National Activities (not to exceed \$8 million)	→	2% of funds for National Activities (not to exceed \$15 million)
1.72% of funds reserved for incentive awards		No incentive awards
No authorization for Integrated English Literacy/Civics Education		Reserves 12% for IEL/CE

State Distribution of Funds

30

- AEFLA maintains much of the State fiscal requirements
 - State administrative expenses capped at 5% or \$85,000 (increased from \$65,000 under WIA)
 - State leadership may not exceed 12.5%
 - Maintains 82.5% for grants and contracts to eligible providers, not more than 20% may be used for corrections education programs
 - Match and MOE requirements remain unchanged

How States Compete Funds

31

- WIOA changes Eligible Provider definition
 - ▣ Organizations must have **demonstrated effectiveness** in providing adult education and literacy services
 - ▣ Broadens eligible provider list to “may include” existing organizations, as well as organizations with **employer partnerships**

How States Compete Funds Cont.

32

- Revises considerations that must be used in awarding grants
- Sets forth five new local application requirements, including those aimed at alignment with local workforce plans and participation in the one-stop system
- Title I-B requires AEFLA applicants to submit applications to local workforce boards for alignment with local plans

Changes in State Leadership Activities

WIA		WIOA
No mention of ELL occupational training or workplace activities		Allows expansion of occupational training to ELLs, workplace adult and literacy education
Includes technology assistance, including staff training, to eligible providers of adult education and literacy activities to improve quality	→	Expands technology provision to allow the development of tech applications, translation technology, or distance education
Contains an allowable list of State leadership activities		Creates four required activities that States must allocate funds toward

State Leadership Activities

34

- Required State activities include:
 - Aligning adult education and literacy activities with core programs and one-stop partners to implement unified or combined State plan, including the development of career pathways
 - Establishing high quality professional development programs for improving instruction
 - Providing technical assistance to eligible providers
 - Monitoring and evaluating the quality of, and the improvement in, adult education and literacy activities

Changes in National Leadership Activities

WIA		WIOA
Allows for TA around three main areas	→	Expands allowable TA to English language acquisition instruction for ELLs, the development of digital literacy models, and evaluation and assessment
No required activities		Creates four required activities to be funded

National Leadership Activities

36

- WIOA adds **four required activities**, including:
 - 1) Support for States on new performance measures
 - 2) Assistance to eligible providers in using the new measures and data systems
 - 3) Conducting rigorous research and evaluations on adult education to improve programs
 - 4) Independent evaluation of AEFLA programs every four years

Implementation Timeline

WIOA Implementation Timeline

38

July 2014

WIOA Enacted

January 2015

ED, DOL, and HHS
publish Notice of
Proposed Rulemaking

July 2015

Current performance
accountability system
remains in effect for
1st program year

ED and DOL develop
template for state,
local and provider
performance reports

January 2016

ED, DOL and HHS
publish final rules

March 2016

Unified Plan
submission deadline

Levels for new
performance
indicators negotiated

WIOA Implementation Timeline Cont.

39

June 2016

DOL and ED must develop performance indicator relating to effectiveness in serving employers

July 2016

One-stop infrastructure cost requirements take effect

July 2017

Start of 3rd full program year

July 2019

Independent evaluation of the programs and activities authorized in AEFLA is completed

WIOA Resources

40

□ U.S. Department of Education

▣ OCTAE

- Website: <http://www.ed.gov/ae fla>
- Email: AskAEFLA@ed.gov

▣ OSERS

- Website: <http://www2.ed.gov/about/offices/list/osers/r sa/wioa-reauthorization.html>
- Email: RSA.WIOA@ed.gov

□ U.S. Department of Labor

- Website: <http://www.doleta.gov/WIOA>
- Email: DOL.WIOA@dol.gov